

MICHIGAN DEPARTMENT OF CIVIL SERVICE
JOB SPECIFICATION

FINANCIAL SPECIALIST

JOB DESCRIPTION

Employees in this job function as professional specialists with responsibility for a financial program or specialty area, or as an administrative assistant to an administrator or executive. Positions are (1) designated as specialists by the Appointing Authority; (2) accepted and classified by Civil Service; (3) require advanced knowledge in the field of work; (4) responsible for highly complex assignments; (5) the scope of responsibility is significant; and (6) the job function has considerable impact within the department. Typically, positions in this job do not supervise.

There are three classifications in this job.

Position Code Title – Financial Specialist 2

Financial Specialist 13

The employee functions as a second-level specialist or as an administrative assistant to a division director or equivalent-level administrator.

Position Code Title – Financial Specialist 3

Financial Specialist 14

The employee functions as a third-level specialist or as an administrative assistant to a bureau director or equivalent-level executive.

Position Code Title – Financial Specialist 4

Financial Specialist 15

The employee functions as a fourth-level specialist or as an administrative assistant to an executive.

First-level specialists are classified at the advanced level of the Financial Analyst job.

JOB CONCEPTS

Specialist jobs are evaluated by the Appointing Authority using the ECP Group Two Professional Specialist Position Evaluation Worksheet to recommend the appropriate classification level. Civil Service reviews the factors for job complexity, program or specialty scope, and impact to determine classification level. There are two types of specialist jobs:

Program Specialist: The predominant and essential function of the job is its assigned responsibility for an accepted program that is statewide, department-wide, agency-wide or the equivalent scope. Such jobs are responsible for highly complex assignments that have considerable impact and are one-of-a-kind within the organization.

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Staff Specialist: The predominant and essential function of the job is to serve as an expert in a particular specialty area or professional discipline that is statewide, department-wide, agency-wide or the equivalent in scope. Such positions are responsible for highly complex assignments that have considerable impact and are one-of-a-kind within the organization.

Administrative Assistant jobs have the predominate and essential function to advise and assist an administrator or executive in all areas for which the official is responsible. The positions report directly to the official in a staff capacity, and are typically involved in budget development, program planning, policy and procedures development, representing the official at meetings and otherwise assisting in all areas of the official's responsibilities.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Administrative Assistant

Advises and assists the official in all areas of responsibility.

Carries out special projects as assigned by the official.

Assists in program planning, policy, and procedure development.

Participates in budget development.

Represents the official at meetings.

Specialist

Reviews budget requests for conformance to program direction and recommends appropriate resource allocations.

Summarizes data, setting forth current and long term financial trends and measurable economic influences pertinent to the status of programs.

Analyzes the financial impact of departmental programs.

Researches, compiles and prepares data for financial studies of prospective sponsoring agencies and developers, including financial standing, fiscal responsibility, history, compatibility, and potential for long range commitment.

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Researches financial periodicals, securities manuals, stock and bond reports, and other investment material to obtain accounting information, economic trends, and other financial data.

Prepares requests for legislative appropriation transfers and supplemental appropriations.

Evaluates legislative bills for their program and fiscal implications, and recommends disposition.

Formulates procedures, policies, and guidelines for assigned financial programs.

Performs duties of unusual significance or importance to the Department.

Makes recommendations in areas of expertise.

Develops program goals and plans for implementation.

Develops alternative strategies for programs based on analysis and research in an assigned specialty area.

Acts as a liaison with other agencies, organizations, and employees to coordinate financial programs.

Plans and coordinates the training of staff in financial analysis activities.

Serves as a technical advisor and liaison with industry, community groups, and/or governmental agencies.

Conducts special projects and studies.

Prepares budgets.

Maintains records, and prepares reports and correspondence related to the work.

May perform related essential functions appropriate to the class and other nonessential functions as required.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: The degree of knowledge required is a function of job complexity, program or specialty scope, and impact, which increases with the level of the position.

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Administrative Assistant

Knowledge of the principles and techniques of administrative management including organization, planning, staffing, training, budgeting, and reporting.

Knowledge of fiscal planning, budgeting, and management.

Specialist

Knowledge of the operational and technical problems involved in the administration of a specialized program.

Knowledge of the assigned program specialty.

Administrative Assistant and Specialist

Knowledge of methods of planning, developing and administering programs.

Knowledge of state and federal laws and legislative processes related to the work.

Knowledge of record keeping, and reporting methods and techniques.

Ability to plan, direct, and coordinate program and administrative activities of a complex, interrelated, and interdependent nature, where unknowns and numerous contingency factors are involved.

Ability to formulate policies and procedures relevant to program areas based on information of a conceptual nature from varied and complex sources.

Ability to plan, coordinate, and expedite work projects.

Ability to interpret complex rules and regulations.

Ability to communicate with others verbally and in writing.

Working Conditions

None.

Physical Requirements

None.

Education

Possession of a bachelor's degree with a major in business administration, economics, finance, or a related field.

Experience

Four years of experience as a financial analyst, including two years of experience equivalent to a Financial Analyst P11.

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OR

One year of experience equivalent to a Financial Analyst P11 and possession of a certificate in public accounting (CPA).

OR

One year of experience equivalent to a Financial Analyst 12.

Special Requirements, Licenses, and Certifications

None.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

<u>Job Code</u>	<u>Job Code Description</u>
FINANC SPL	Financial Specialist

<u>Position Title</u>	<u>Position Code</u>	<u>Pay Schedule</u>
Financial Specialist-2	FINSPL2	NERE-182
Financial Specialist-3	FINSPL3	NERE-186
Financial Specialist-4	FINSPL4	NERE-188
Financial Specialist-2-PP	FINSPL2	NERE-082P
Financial Specialist-3-PP	FINSPL3	NERE-084P
Financial Specialist-4-PP	FINSPL4	NERE-086P

ECP Group 2
Revised 5/22/02
CAG/VLWT/MD/BHH/ML/Team Leaders